

Stephen R, MacLeod Region Operations Manager Buffalo #1610

150 Lawrence Bell Drive Suite 108 Williamsville, NY 14221 (716) 634-9232 (716) 634-3145 - Fax

January 13, 1995

TO:

EILEEN BRZEZICKI JUDY CAMPBELL DARREN DEROSE AMY MCPARTLAN

RE:

GENERAL EMPLOYEE BONUS PLAN

Ladies & Darren:

The purpose of this letter is to confirm that you are eligible for the above referenced bonus plan. You have earned this bonus based on the Company having achieved its financial objective for 1994.

Payment will be made on 1/20/95 in the amount of \$2000 (before taxes). Checks will be sent separate from your regular bi-weekly pay (not direct deposited).

If you have any questions or require additional information, please contact me.

Sincerely,

S. R. MacLeod - 28 S. R. MacLeod ROM/#1610

SRM:etb

cc: ROU file